

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF OHIO  
WESTERN DIVISION

DORMAN ANGEL , et al.,  
Plaintiffs

v.

**Civil Action No. C-10-467**  
**JUDGE: BECKWITH**

INTERNATIONAL PAPER COMPANY, et al.,  
Defendants.

**DECLARATION OF GEORGE PAYTON**

1. My name is George Payton. I am over eighteen (18) years of age, have personal knowledge of the facts herein recited, and am competent to testify.

2. From August 2000 to September 2002, I was the Human Resources Manager for Divestitures and Acquisitions for International Paper. During that time, I was responsible for overseeing the human resources aspects of International Paper's sale of the Hamilton "B" Street Mill to Smart Paper.

3. In June 2000, International Paper reached a merger agreement with Champion International Corporation. As part of the merger with Champion, International Paper acquired the Hamilton "B" Street Mill ("Mill") in Hamilton, Ohio. On February 9, 2001, International Paper finalized the sale of the Mill to Smart Papers.

4. Prior to the merger, International Paper representatives met with representatives of PACE Local 5-1967 to engage in effects bargaining. The result of these negotiations was an Effects Bargaining Agreement, attached as Attachment A to this Declaration.

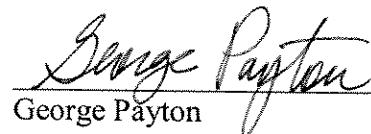
5. The Effects Bargaining Agreement required that International Paper pay severance to active employees who applied for employment with SMART, but were not

hired. The Effects Bargaining Agreement also required International Paper to pay severance to employees who were terminated by SMART through no fault of their own within 18 months of the sale date.

6. International Paper paid severance to all employees entitled to it under the terms of the Effects Bargaining Agreement. A summary of those payments, organized by age, is set forth in Attachment B to this Declaration.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct according to my personal knowledge, information and belief.

Executed on September 16, 2004.

  
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George Payton

Hamilton B - Street Mill  
Effects Bargaining Package  
January 23, 2001

As a result of the sale of the Hamilton B Street Mill to SMART Papers, LLC, International Paper proposes the following benefits to the PACE International Union and its affiliate Local 1967.

The following proposal is contingent upon timely ratification of this package by January 31, 2001.

**SEVERANCE:**

Employees who do not receive an employment offer from SMART Papers will be paid 60 hours pay at the rate of their current permanent classification (not red circle rates) on the date of sale for each full and pro-rata year of continuous service with International Paper. Payment will be made as a lump sum within 30 days following date of sale and this payment will be subject to all applicable taxes.

Employees who do receive an employment offer from SMART Papers will not be entitled to severance pay unless they are terminated from SMART Papers, through no fault of their own, within eighteen (18) months of the sale date.

To be eligible for severance pay, an employee must be actively at work on the date of sale. Employees on disability or other approved leaves must be released to return to work in their former classification.

The Union agrees that Severance Program 817, or any other Severance Program, does not apply and that this severance agreement is the only severance agreement applicable to the employees of the Hamilton B Street Facility.

**MEDICAL INSURANCE:**

Employees who do not receive an employment offer from SMART Papers and elect to continue Medical Insurance coverage under COBRA, will have their coverage continued at Company expense to the end of the month in which the employee is terminated and for three (3) full months thereafter. All other employees, including those that accept employment with SMART Papers, can continue medical insurance coverage under COBRA for eighteen (18) months and will pay the full COBRA rate for this coverage.

**DENTAL INSURANCE:**

Company contributions toward Dental Insurance will cease at the end of the month of termination. All employees may elect to continue coverage under COBRA by paying the full COBRA premium rate.

**LIFE INSURANCE:**

Employees who do not receive an employment offer from SMART Papers will have their coverage continued at Company expense to the end of the month in which the employee is terminated and for three (3) full months thereafter.

All other employees will have coverage continued for thirty-one (31) days following date of termination.

**RETIREE LIFE INSURANCE (Death Benefit):**

Employees who have met the age and service requirements for retiree life insurance as of the date of sale (age 55 with 10 years of service) will retain their eligibility for the death benefit from the International Paper Plan whenever they elect to retire. This eligibility remains regardless of employment with SMART Papers.

**SICKNESS AND ACCIDENT INSURANCE AND LTD:**

Coverage will be terminated on the date the employee is terminated, except for valid claims in progress on that date. Coverage for claims in progress prior to termination will continue until the earlier of (1) receipt of maximum benefits or (2) employee ceases to be disabled. Disabilities incurred after the date of termination will not be covered by the plan.

**PENSION BENEFITS:**

All employees will receive pension benefits as provided in accordance with the current pension plan.

**VACATION:**

Employees, who do not accept employment with SMART Papers, will be paid all earned and unused vacation pay within 30 days following date of termination. This payment will be subject to all applicable taxes.

Employees accepting employment with SMART Papers will schedule vacations and be paid vacation pay at the accrued rate by SMART Papers.

**RETIREE MEDICAL COVERAGE:**

Employees who have met the age and service requirements for Retiree Medical Coverage as of the date of sale (Age 55 with 10 years of service) will retain their eligibility for Retiree Medical Benefits from the International Paper Plan whenever they elect to retire. This eligibility remains regardless of employment, with SMART Papers.

**OUTPLACEMENT ASSISTANCE:**

State and local agencies will be utilized to identify employment opportunities for interested employees. Assistance with resume preparation will be provided.

**EMPLOYEE ASSISTANCE PROGRAM:**

The Company will continue to provide employee assistance support for three (3) full months following the date of sale. The Company will provide financial group counseling sessions by a certified financial planner.

**OUTSTANDING GRIEVANCES:**

All outstanding grievances will be considered settled and closed in accordance with agreed upon terms.

**Any employee that quits, resigns or is terminated for cause prior to the date of sale, without formal release by the Company, will forfeit eligibility under this agreement.**

The provisions above apply only to those employees who have fully cooperated in the interview process. Cooperation includes submitting a completed employment application and signing and returning the requested forms including one requiring a substance abuse screen, and participating in the employment interview process.

**SIGNATURE**

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J. T. Stewart  
Labor Relations Consultant

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Kenneth Stanifer  
PACE International Union Rep.

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Annetta Johnson  
HR/OD Manager

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Tim Bray  
PACE Local 1967, President

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
RILEY	RICHARD	2/14/1936	2/9/2001	06/14/1954	46.6904	18.39	\$51,518.20
SHARP	ROLAND	12/17/1936	2/9/2001	03/23/1964	36.9096	18.39	\$40,726.04
BRASHEAR	DALE	2/5/1937	2/9/2001	07/18/1955	45.5973	20.80	\$56,905.38
ARTHUR	RAYMOND	4/1/1938	2/9/2001	03/22/1968	32.9096	16.58	\$32,738.46
JOHNS	JAMES	7/25/1938	2/9/2001	04/11/1966	34.8575	20.80	\$43,502.20
HOLLAND	ALFRED	1/27/1939	2/9/2001	06/03/1970	30.7096	14.14	\$26,054.02
EMBRY	GEORGE	2/20/1939	2/9/2001	05/14/1965	35.7671	21.92	\$47,040.92
CROY	FRED	2/23/1939	2/9/2001	11/03/1969	31.2904	17.11	\$32,122.74
JAMISON	HAROLD	4/12/1939	2/9/2001	03/30/1966	34.8904	18.93	\$39,628.53
BARGER	JOHN	5/28/1939	2/9/2001	09/05/1969	31.4521	17.83	\$33,647.41
BORN	JOSEPH	7/30/1939	2/9/2001	10/30/1957	43.3096	20.80	\$54,050.37
STEWART	ANITA	9/12/1939	2/9/2001	04/08/1974	26.8603	16.56	\$26,688.37
RATLIFF	JACK	10/4/1939	2/9/2001	12/04/1958	42.2137	20.80	\$52,682.70
RICHARD	GARRETT	10/8/1939	2/9/2001	04/19/1965	35.8356	23.83	\$51,237.76
WEBB	CARL	10/10/1939	2/9/2001	12/05/1969	31.2027	16.43	\$30,759.66
MARCUM	JOHN	2/16/1940	2/9/2001	02/27/1969	31.9726	20.40	\$39,134.47
WHITAKER	DONALD	3/29/1940	2/9/2001	07/01/1968	32.6329	14.76	\$28,899.68
CAMPBELL	ELMER	5/18/1940	2/9/2001	01/24/1966	35.0685	18.32	\$38,547.29
WALKER	HENRY	7/8/1940	2/9/2001	11/29/1972	28.2164	16.33	\$27,646.47
HOSIER	CHARLES	7/14/1940	2/9/2001	07/18/1966	34.5890	16.56	\$34,367.67
SORRELL	MERRILL	9/11/1940	2/9/2001	06/07/1965	35.7014	21.92	\$46,954.44
BAKER	ROGER	10/5/1940	2/9/2001	01/10/1963	38.1096	20.40	\$46,646.14
PROFFITT	LEONARD	10/5/1940	2/9/2001	03/14/1966	34.9342	23.75	\$49,781.30
KLOCK JR	WALTER	10/6/1940	2/9/2001	08/27/1968	32.4767	20.81	\$40,550.42
LANE	JESSIE	1/7/1941	2/9/2001	11/27/1967	33.2274	19.67	\$39,214.97
PREWITT	ROBERT	1/17/1941	2/9/2001	02/11/1974	27.0137	16.67	\$27,019.10
WIGGINS	EUGENE	1/19/1941	2/9/2001	04/27/1998	2.7918	20.46	\$3,427.19
YAUGER	MIKE	2/8/1941	2/9/2001	03/08/1969	31.9479	21.92	\$42,017.94

AVERAGE	Age 60-65	33.5421	\$38,696.78
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DEBOARD	DONALD	5/8/1941	2/9/2001	11/29/1967	33.2219	19.67	\$39,208.51
ANGEL	DORMAN	5/18/1941	2/9/2001	02/13/1967	34.0137	23.07	\$47,081.76
CONGLETON	DAVID	5/24/1941	2/9/2001	03/26/1963	37.9041	23.83	\$54,195.30
WRIGHT	WILLIAM	6/8/1941	2/9/2001	02/27/1967	33.9753	17.11	\$34,879.09
WAHL	LAWERENCE	6/10/1941	2/9/2001	01/16/1969	32.0877	17.23	\$33,172.23
BIHR	FRANCIS	10/4/1941	2/9/2001	03/25/1968	32.9014	19.18	\$37,862.90
BEGLEY	GOVAN	11/3/1941	2/9/2001	02/28/1966	34.9726	19.18	\$40,246.47
DURBIN	ANDRONICUS	11/7/1941	2/9/2001	01/17/1967	34.0877	20.80	\$42,541.41
SPICER	DAVID	11/17/1941	2/9/2001	06/08/1966	34.6986	20.80	\$43,303.89
VONSTEIN	EDWARD	1/7/1942	2/9/2001	06/28/1963	37.6466	21.01	\$47,457.27
JOHNSON	ROBERT	2/7/1942	2/9/2001	11/11/1968	32.2685	18.78	\$36,360.14
PARKS	SANDRA	2/19/1942	2/9/2001	08/04/1975	25.5370	19.18	\$29,387.96
BROERING	DAVID	2/20/1942	2/9/2001	11/03/1969	31.2904	19.78	\$37,135.46
MCINTOSH	MARK	4/16/1942	2/9/2001	07/26/1965	35.5671	19.67	\$41,976.32
MILLER	JERRY	5/3/1942	2/9/2001	07/25/1969	31.5671	18.05	\$34,187.19

Hamilton "B" Street  
Severance Paid  
Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
ASHER	RAYMOND	8/19/1942	5/31/2001	05/27/1968	33.0329	17.89	\$35,457.49
GROGG	FREEMAN	8/19/1942	2/9/2001	04/15/1968	32.8438	19.86	\$39,136.71
ARTHURS	BOBBY	11/13/1942	2/9/2001	08/24/1983	17.4767	17.80	\$18,665.13
HOWARD	DOUGLAS	1/26/1943	2/9/2001	08/26/1968	32.4795	18.39	\$35,837.83
HOWARD	RUSSELL	1/26/1943	2/9/2001	08/23/1968	32.4877	19.42	\$37,854.63
JOHNSON	KENNETH	2/22/1943	2/9/2001	04/04/1966	34.8767	15.78	\$33,021.27
CASEY JR	LUCIOUS	3/11/1943	2/9/2001	09/29/1965	35.3890	20.80	\$44,165.52
BOGGS	JAMES	5/26/1943	2/9/2001	07/08/1968	32.6137	20.40	\$39,919.17
HAMPTON	JERRY	5/28/1943	2/9/2001	02/16/1966	35.0055	22.40	\$47,047.36
SCHWEITZER	RONALD	6/3/1943	2/9/2001	08/28/1967	33.4767	18.93	\$38,022.85
EICHLER JR	JOHN	6/25/1943	2/9/2001	01/26/1966	35.0630	17.62	\$37,068.62
LEHMAN JR	CHARLES	7/28/1943	2/9/2001	05/06/1964	36.7890	17.11	\$37,767.63
LIVINGSTON	VIVIAN	9/18/1943	2/9/2001	07/08/1974	26.6110	21.02	\$33,561.74
BUELL	JAMES	9/28/1943	2/9/2001	10/10/1966	34.3589	17.11	\$35,272.85
FOX JR	JESSE	10/28/1943	2/9/2001	02/20/1967	33.9945	14.76	\$30,105.55
PATRICK	C.	11/7/1943	2/9/2001	03/23/1981	19.8986	20.22	\$24,141.02
THOMAS	MICHAEL	11/23/1943	2/9/2001	03/26/1966	34.9014	20.80	\$43,556.91
HOGG	BILLY	1/11/1944	2/9/2001	03/02/1981	19.9562	14.76	\$17,673.18
SHACKELFORD	ARTHUR	1/28/1944	2/9/2001	03/11/1968	32.9397	20.80	\$41,108.78
TACKETT	RANDOLPH	2/7/1944	2/9/2001	04/12/1965	35.8548	17.62	\$37,905.69
GABBARD	KEITH	2/20/1944	2/9/2001	06/12/1963	37.6904	20.40	\$46,133.06
WEAVER	WILLIAM	3/31/1944	2/9/2001	04/03/1963	37.8822	18.05	\$41,026.41
SCHMIDLIN	ROY	4/28/1944	2/9/2001	04/02/1968	32.8795	19.67	\$38,804.33
BREWER	DWAIN	5/19/1944	2/9/2001	03/18/1974	26.9178	19.47	\$31,445.38
WHICKER	KENNETH	5/22/1944	2/9/2001	07/14/1969	31.5973	17.54	\$33,252.96
ASHER	DANIEL	6/27/1944	2/9/2001	04/24/1964	36.8219	22.81	\$50,394.48
JORDAN	JOHNNY	7/11/1944	2/9/2001	05/04/1964	36.7945	23.30	\$51,438.74
BRUSHER	MERRIEL	7/20/1944	2/9/2001	03/26/1969	31.8986	17.80	\$34,067.74
LANEY	CARL	7/21/1944	2/9/2001	03/18/1968	32.9205	19.18	\$37,884.97
SHUPP	DONALD	8/11/1944	2/9/2001	08/11/1967	33.5233	14.76	\$29,688.22
POPP	CHARLES	8/30/1944	2/9/2001	01/01/1968	33.1315	23.75	\$47,212.40
SCHLOTTERBECK	RICHARD	9/4/1944	2/9/2001	01/17/1966	35.0877	17.11	\$36,021.00
GAINES	BEN	9/20/1944	2/9/2001	03/11/1969	31.9397	17.17	\$32,904.31
BROWN	GEORGE	10/27/1944	2/9/2001	09/25/1967	33.4000	20.80	\$41,683.20
HELM	JIMMY	11/11/1944	2/9/2001	07/14/1975	25.5945	14.76	\$22,666.51
HARRIS	DONALD	12/30/1944	2/9/2001	03/25/1968	32.9014	20.80	\$41,060.91
BURKE	ROY	1/6/1945	2/9/2001	01/16/1968	33.0904	21.92	\$43,520.51
PETERSON	JAMES	1/25/1945	2/9/2001	03/01/1969	31.9671	17.11	\$32,817.45
KOLLSTEDT	MAURICE	3/6/1945	2/9/2001	05/18/1964	36.7562	26.14	\$57,648.37
HOUSTON	ELDON	4/10/1945	2/9/2001	05/01/1970	30.8000	19.67	\$36,350.16
MICK	MICHAEL	4/25/1945	2/9/2001	10/04/1967	33.3753	17.40	\$34,843.86
ROUSH	GLENDON	5/16/1945	2/9/2001	02/18/1967	34.0000	22.81	\$46,532.40
RAQUET	MICHAEL	5/25/1945	2/9/2001	10/24/1966	34.3205	20.80	\$42,832.04
PARKER	JAMES	6/13/1945	2/9/2001	04/04/1966	34.8767	18.78	\$39,299.08
BAKER	JOHN	7/27/1945	2/9/2001	03/23/1981	19.8986	19.96	\$23,830.60
GLORE	LARRY	8/13/1945	2/9/2001	03/20/1968	32.9151	20.40	\$40,288.04

Hamilton "B" Street  
Severance Paid  
Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
GLEASON	RANDALL	9/3/1945	2/9/2001	04/17/1970	30.8384	18.36	\$33,971.53
BAKER	BOBBY	9/19/1945	2/9/2001	09/18/1968	32.4164	20.80	\$40,455.72
WEAVER	ANTHONY	10/10/1945	2/9/2001	04/11/1983	17.8466	14.76	\$15,804.93
NUNN JR	WADE	10/26/1945	2/9/2001	01/20/1969	32.0767	20.24	\$38,953.96
LEAK	GEORGE	11/22/1945	2/9/2001	04/14/1965	35.8493	18.93	\$40,717.65
MCCOMB JR	ALLEN	11/27/1945	2/9/2001	04/04/1966	34.8767	21.92	\$45,869.85
GEEDING	FLOYD	1/30/1946	2/9/2001	10/26/1970	30.3123	21.26	\$38,666.41

Average	Age 55-60	32.3380	\$37,858.43
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OGLESBY	GARY	2/26/1946	2/9/2001	06/09/1975	25.6904	14.76	\$22,751.43
TURNER	MAY	3/10/1946	2/9/2001	04/03/1971	29.8767	19.18	\$34,382.12
HARPER	EDDIE	4/15/1946	2/9/2001	02/12/1968	33.0164	21.62	\$42,828.92
COFFMAN	STANLEY	5/9/1946	2/9/2001	01/03/1968	33.1260	20.80	\$41,341.28
TURNER	GILMORE	5/20/1946	2/9/2001	07/08/1968	32.6137	20.81	\$40,721.46
HOBSON	JOE	5/27/1946	2/9/2001	12/27/1967	33.1452	20.97	\$41,703.30
HUNT	JOHN	7/6/1946	2/9/2001	12/27/1967	33.1452	18.43	\$36,651.97
ROBERTS	JOHN	7/19/1946	2/9/2001	09/25/1968	32.3973	23.75	\$46,166.10
PROFFITT	WILLIAM	9/26/1946	2/9/2001	03/07/1968	32.9507	18.30	\$36,179.85
GAULT	LARRY	10/1/1946	2/9/2001	02/28/1966	34.9726	16.18	\$33,951.40
SHELLEY	IRVIN	10/15/1946	2/9/2001	04/13/1966	34.8521	23.75	\$49,664.18
ABNER	ROSCOE	11/2/1946	2/9/2001	11/07/1970	30.2795	21.92	\$39,823.54
PARRETT	ROGER	11/3/1946	2/9/2001	07/24/1967	33.5726	22.81	\$45,947.46
BURKE	MILLARD	11/18/1946	2/9/2001	05/19/1972	28.7479	19.67	\$33,928.32
FOSTER JR	TAYLOR	11/26/1946	2/9/2001	09/22/1970	30.4055	18.39	\$33,549.41
NANTZ	PAUL	12/8/1946	2/9/2001	05/03/1965	35.7973	20.80	\$44,674.98
LOMAN	GEORGE	12/15/1946	2/9/2001	03/19/1969	31.9178	16.01	\$30,660.25
BROERING	JACK	12/18/1946	2/9/2001	11/03/1969	31.2904	23.07	\$43,312.19
THEISS	THOMAS	12/22/1946	2/9/2001	03/30/1981	19.8795	19.18	\$22,877.27
MELLOTT	CORDELL	12/26/1946	2/9/2001	04/17/1968	32.8384	20.81	\$41,001.97
TRUMAN	LARRY	12/27/1946	2/9/2001	09/20/1969	31.4110	21.92	\$41,311.69
YOUNG	CHARLES	12/28/1946	2/9/2001	05/04/1965	35.7945	15.78	\$33,890.25
BERTSCH	GORDON	1/27/1947	2/9/2001	03/30/1968	32.8877	20.80	\$41,043.81
SHACKLEFORD	ERNEST	1/29/1947	2/9/2001	09/06/1967	33.4521	15.78	\$31,672.41
SMITH	ROGER	2/6/1947	2/9/2001	09/24/1968	32.4000	18.39	\$35,750.16
METCALF	WESLEY	3/3/1947	2/9/2001	09/05/1968	32.4521	20.81	\$40,519.64
ALLEN	LEONARD	3/12/1947	2/9/2001	09/06/1968	32.4493	20.80	\$40,496.75
REASCH	RICHARD	4/19/1947	2/9/2001	02/21/1966	34.9918	22.40	\$47,028.95
TATUM	GEORGE	5/18/1947	2/9/2001	01/21/1969	32.0740	18.39	\$35,390.42
SPAHHNI	JAMES	6/13/1947	2/9/2001	02/06/1967	34.0329	19.80	\$40,431.06
CHEEK	TERRY	8/7/1947	2/9/2001	07/02/1975	25.6274	14.76	\$22,695.62
ROBERTS	JOHNNY	8/21/1947	2/9/2001	03/30/1981	19.8795	19.88	\$23,712.21
VIEBROOKS	RUSSELL	9/16/1947	2/9/2001	09/08/1975	25.4411	22.81	\$34,818.68
CLARK	PATRICIA	9/17/1947	2/9/2001	08/20/1969	31.4959	19.34	\$36,547.83
MILLER JR	HARGIS	9/18/1947	2/9/2001	10/14/1968	32.3452	19.67	\$38,173.81
WHITT	LARRY	10/4/1947	2/9/2001	03/12/1967	33.9397	23.30	\$47,447.74

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
GENTILE	JOHN	10/13/1947	2/9/2001	05/19/1969	31.7507	14.76	\$28,118.41
NAPIER	HUBERT	10/22/1947	2/9/2001	06/28/1967	33.6438	22.81	\$46,044.95
GABBARD	MELVENA	11/24/1947	2/9/2001	08/09/1982	18.5178	20.17	\$22,410.25
MCQUEEN	JERRY	1/3/1948	4/18/2001	07/30/1968	32.7397	20.40	\$40,073.42
CAUDILL III	CHARLES	1/9/1948	2/9/2001	07/12/1967	33.6055	17.11	\$34,499.39
JONES	JERRY	1/18/1948	2/9/2001	05/13/1968	32.7671	20.80	\$40,893.37
BOWLING	DAVID	1/24/1948	2/9/2001	03/17/1980	20.9151	17.63	\$22,123.96
WHEELER	DAVID	4/5/1948	2/9/2001	05/27/1968	32.7288	20.80	\$40,845.50
CUPP	LARRY	4/14/1948	2/9/2001	04/15/1968	32.8438	22.81	\$44,950.07
FELTS	DENNIS	4/19/1948	2/9/2001	06/28/1967	33.6438	18.93	\$38,212.67
MERCER	IRWIN	4/21/1948	2/9/2001	03/05/1969	31.9562	17.11	\$32,806.20
HITT	CHARLES	5/7/1948	2/9/2001	04/03/1967	33.8795	22.81	\$46,367.42
WILLIAMSON JR	ELLSWORTH	5/14/1948	2/9/2001	06/01/1970	30.7151	14.76	\$27,201.26
COPE	WILBUR	5/16/1948	2/9/2001	03/11/1981	19.9315	18.05	\$21,585.82
SWEENEY	WILLIAM	6/1/1948	2/9/2001	01/22/1970	31.0712	19.22	\$35,831.35
BRADFORD JR	LOUIS	6/5/1948	2/9/2001	08/10/1967	33.5260	20.80	\$41,840.48
JONES	GLADYS	7/9/1948	2/9/2001	05/12/1980	20.7616	14.76	\$18,386.51
SOUTHARD	LARRY	7/25/1948	2/9/2001	01/16/1968	33.0904	20.40	\$40,502.66
HUELSMAN	JOHN	7/26/1948	2/9/2001	07/07/1969	31.6164	17.11	\$32,457.44
CASTATOR	DALE	7/29/1948	2/9/2001	05/03/1967	33.7973	20.80	\$42,178.98
CHUPKA	SUSAN	8/13/1948	2/9/2001	04/12/1982	18.8438	14.76	\$16,688.10
BROWNING	RONALD	8/16/1948	2/9/2001	08/12/1968	32.5178	20.40	\$39,801.80
PONDER JR	ROBERT	9/10/1948	2/9/2001	06/05/1972	28.7014	20.40	\$35,130.48
COLBORN	PAUL	11/2/1948	2/9/2001	05/08/1967	33.7836	20.80	\$42,161.88
MCGUIRE	DIANA	11/2/1948	2/9/2001	10/13/1975	25.3452	14.76	\$22,445.71
RICE	JOHN	11/2/1948	2/9/2001	06/02/1970	30.7123	18.43	\$33,961.69
CROUCHER	LLOYD	11/4/1948	2/9/2001	09/25/1967	33.4000	20.97	\$42,023.88
JEFFRIES III	GORDON	11/6/1948	2/9/2001	12/27/1967	33.1452	20.80	\$41,365.22
SUMAN	ALLEN	12/28/1948	2/9/2001	03/27/1967	33.8986	17.11	\$34,800.33
BEEMAN	JAMES	12/31/1948	2/9/2001	03/26/1970	30.8986	18.14	\$33,630.07
STANIFER	BERLYN	1/11/1949	2/9/2001	07/01/1968	32.6329	22.86	\$44,759.25
LEONHARDT	JERRY	1/15/1949	2/9/2001	06/26/1967	33.6493	20.40	\$41,186.76
SUTTON	FRED	2/7/1949	2/9/2001	03/03/1969	31.9616	18.14	\$34,787.05
CATHERS	A.	2/14/1949	2/9/2001	01/23/1968	33.0712	20.80	\$41,272.90
TATUM	JIMMY	2/26/1949	2/9/2001	04/15/1970	30.8438	17.54	\$32,460.05
SHAUCK	DAVID	3/5/1949	2/9/2001	11/15/1967	33.2603	23.35	\$46,597.64
MCQUEEN	GARY	4/16/1949	2/9/2001	06/06/1969	31.7014	22.81	\$43,386.49
TAYLOR	JIMMY	4/23/1949	2/9/2001	07/11/1967	33.6082	20.80	\$41,943.06
LEE	DENNIS	4/29/1949	2/9/2001	11/15/1969	31.2575	16.58	\$31,095.00
MILLER	LOUIS	5/11/1949	2/9/2001	03/01/1999	1.9479	22.81	\$2,665.96
OSTERBERGER	WILLIAM	5/12/1949	2/9/2001	09/03/1969	31.4575	21.02	\$39,674.24
BAKER	MICHAEL	6/20/1949	2/9/2001	11/13/1968	32.2630	17.80	\$34,456.90
HARRIS	RONNIE	6/24/1949	2/9/2001	09/25/1967	33.4000	20.80	\$41,683.20
HART	MICHAEL	7/1/1949	2/9/2001	07/14/1975	25.5945	19.18	\$29,454.17
FLICK	JERRY	9/7/1949	2/9/2001	03/19/1968	32.9178	19.67	\$38,849.60
STUMPF	DOUGLAS	9/24/1949	2/9/2001	04/24/1968	32.8192	22.81	\$44,916.33

Hamilton "B" Street  
Severance Paid  
Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
GODBY	DAVID	9/26/1949	2/9/2001	09/21/1967	33.4110	17.12	\$34,319.74
MARTIN	C	10/4/1949	2/9/2001	06/07/1972	28.6959	21.62	\$37,224.31
CECERE JR	PETER	11/27/1949	2/9/2001	03/02/1970	30.9644	23.83	\$44,272.88
ROSENBERGER	STEPHEN	12/3/1949	2/9/2001	11/30/1998	2.1973	14.76	\$1,945.89
HOUSTON	PAUL	12/14/1949	2/9/2001	03/13/1969	31.9342	23.83	\$45,659.59
ROBERTS	CURTIS	2/1/1950	2/9/2001	05/03/1982	18.7863	14.76	\$16,637.15
CHITWOOD	CONEY	2/11/1950	2/9/2001	09/30/1969	31.3836	19.42	\$36,568.13
MORNINGSTAR	MICHAEL	2/17/1950	2/9/2001	03/13/1968	32.9342	20.80	\$41,101.94
BAKER	JIMMY	2/18/1950	2/9/2001	10/07/1969	31.3644	20.80	\$39,142.75
REECE	PATRICK	2/19/1950	2/9/2001	01/05/1970	31.1178	23.83	\$44,492.24
HALCOMB	BRIAN	3/19/1950	2/9/2001	10/14/1968	32.3452	19.86	\$38,542.55
FROST	JAMES	3/20/1950	2/9/2001	05/17/1973	27.7534	18.39	\$30,623.13
THOMAS	ARTHUR	5/20/1950	2/9/2001	09/15/1969	31.4247	18.41	\$34,711.68
SIMMONS JR	ARTHUR	5/27/1950	2/9/2001	10/08/1979	21.3562	14.76	\$18,913.02
THOMAS	DEWAYNE	5/27/1950	2/9/2001	05/08/1973	27.7781	20.64	\$34,400.38
TIBBETTS	MARSHA	6/11/1950	2/9/2001	04/24/1973	27.8164	18.93	\$31,593.91
OBRIEN	DANIEL	7/18/1950	2/9/2001	05/16/1973	27.7562	18.39	\$30,626.15
SCHRADIN	JOHN	7/25/1950	2/9/2001	05/20/1969	31.7479	20.80	\$39,621.44
RUMPLER	WILLIAM	8/17/1950	2/9/2001	12/10/1973	27.1863	19.18	\$31,286.00
DEATON	BILLY	8/28/1950	2/9/2001	05/10/1974	26.7726	14.76	\$23,709.82
WOODS	EDDIE	10/10/1950	2/9/2001	04/03/1969	31.8767	20.81	\$39,801.26
SCHOELLHAMER	JOHN	10/15/1950	2/9/2001	05/22/1972	28.7397	21.62	\$37,281.17
HORN	ROGER	11/8/1950	2/9/2001	07/01/1970	30.6329	19.67	\$36,152.92
ERVIN	GARY	11/22/1950	2/9/2001	08/04/1972	28.5370	21.62	\$37,018.18
STAPLES JR	SIDNEY	12/2/1950	2/9/2001	03/09/1998	2.9260	18.43	\$3,235.60
BUTLER	STEPHEN	12/7/1950	2/9/2001	04/19/1971	29.8329	20.80	\$37,231.43
HOWELL	ROY	12/7/1950	2/9/2001	09/21/1969	31.4082	20.80	\$39,197.46
GRIMES	CHARLES	12/13/1950	2/9/2001	12/20/1972	28.1589	18.79	\$31,746.35
MULLINS	PASCHAL	12/24/1950	2/9/2001	10/18/1969	31.3342	22.81	\$42,884.05
COX	GARY	12/25/1950	2/9/2001	07/01/1970	30.6329	17.99	\$33,065.13
JONES	DANNY	12/25/1950	2/9/2001	06/03/1971	29.7096	16.67	\$29,715.53
MILLER	ROBERT	1/8/1951	2/9/2001	12/26/1973	27.1425	19.78	\$32,212.68
BRUNNER	DANIEL	1/11/1951	2/9/2001	02/28/1973	27.9671	18.79	\$31,530.13
SHEARER	DALE	1/17/1951	2/9/2001	03/03/1970	30.9616	20.80	\$38,640.13
RUPPERT	DONALD	1/24/1951	2/9/2001	09/16/1969	31.4219	16.18	\$30,504.40
LATIMER JR	CLARK	2/1/1951	2/9/2001	08/19/1969	31.4986	23.75	\$44,885.55
WINKLER	ROGER	2/2/1951	2/9/2001	09/03/1969	31.4575	24.63	\$46,487.94
WATSON	JERRY	2/3/1951	2/9/2001	07/23/1973	27.5699	17.80	\$29,444.61

Average	Age 50-55	29.8738	\$35,483.36
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ROBERTS	EDWARD	2/13/1951	2/9/2001	11/27/1972	28.2219	14.14	\$23,943.48
JEFFRIES	MICHAEL	2/16/1951	2/9/2001	06/05/1974	26.7014	16.56	\$26,530.48
CROOK	JAMES	3/10/1951	2/9/2001	12/10/1973	27.1863	21.33	\$34,793.03
GLaab	DAVID	3/30/1951	2/9/2001	05/22/1972	28.7397	21.62	\$37,281.17
FELTNER	ROY	3/31/1951	2/9/2001	07/01/1970	30.6329	14.76	\$27,128.48

Hamilton "B" Street  
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Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
PIGG	JOHN	4/9/1951	2/9/2001	05/13/1970	30.7671	17.99	\$33,210.03
ROBINSON	LYLE	4/14/1951	2/9/2001	10/13/1969	31.3479	17.11	\$32,181.80
ESTRIDGE	GLEN	4/15/1951	2/9/2001	07/14/1970	30.5973	20.80	\$38,185.38
CORNETTE	GARY	5/1/1951	2/9/2001	07/08/2002	-1.4082	20.40	-\$1,723.66
HOFFMAN	MARVIN	5/3/1951	2/9/2001	10/01/1969	31.3808	20.80	\$39,163.27
COMBS	LARRY	6/5/1951	2/9/2001	09/17/1969	31.4192	20.80	\$39,211.13
HACKER	DANIEL	7/4/1951	2/9/2001	01/18/1981	20.0740	21.02	\$25,317.29
HODGE	HAROLD	7/23/1951	2/9/2001	09/19/1970	30.4137	20.80	\$37,956.30
BUCHANAN	RONALD	8/5/1951	2/9/2001	05/22/1972	28.7397	21.62	\$37,281.17
SINGLETON	RONNIE	8/18/1951	2/9/2001	05/04/1983	17.7836	14.76	\$15,749.12
COX	LARRY	8/25/1951	2/9/2001	01/22/1973	28.0685	18.79	\$31,644.42
GREENE	SONJA	8/28/1951	2/9/2001	05/02/1983	17.7890	17.89	\$19,094.76
GREGG	STANLEY	9/6/1951	2/9/2001	01/25/1980	21.0575	20.64	\$26,077.65
SAUTER	STEPHEN	9/26/1951	2/9/2001	01/27/1970	31.0575	14.76	\$27,504.55
HESS	RICHARD	9/28/1951	2/9/2001	03/21/1973	27.9096	14.76	\$24,716.73
BRIDGE	DONALD	10/4/1951	2/9/2001	06/09/1971	29.6932	17.80	\$31,712.28
BRIDGE	RON	10/4/1951	2/9/2001	06/14/1971	29.6795	17.80	\$31,697.65
HOLLAND	ROBERT	10/23/1951	2/9/2001	06/02/1970	30.7123	19.18	\$35,343.75
ASHER	TED	11/4/1951	2/9/2001	03/16/1981	19.9178	19.39	\$23,172.38
NULL	MICHAEL	11/16/1951	2/9/2001	06/02/1970	30.7123	18.97	\$34,956.77
GADD	STEPHEN	1/24/1952	2/9/2001	06/01/1970	30.7151	23.83	\$43,916.40
STIDHAM	JAMES	2/3/1952	2/9/2001	05/05/1982	18.7808	17.23	\$19,415.61
WATERSON	MELVIN	3/6/1952	2/9/2001	04/05/1971	29.8712	20.80	\$37,279.30
THOMIN	JOHN	4/24/1952	2/9/2001	06/28/1971	29.6411	16.67	\$29,647.02
HENSLEY	GARY	6/4/1952	2/9/2001	07/15/1970	30.5945	19.42	\$35,648.74
POTTS	MICHAEL	6/19/1952	2/9/2001	04/19/1973	27.8301	14.76	\$24,646.37
BROOKS	BRENDA	7/7/1952	2/9/2001	10/13/1975	25.3452	16.67	\$25,350.27
RICHARDSON	ALVIN	7/14/1952	2/9/2001	10/17/1973	27.3342	20.22	\$33,161.91
BAKER	DAVID	8/2/1952	2/9/2001	12/20/1972	28.1589	20.40	\$34,466.50
LEE	GLENN	8/28/1952	2/9/2001	10/08/1973	27.3589	18.39	\$30,187.81
HOLLAND	CARL	8/30/1952	2/9/2001	09/25/1970	30.3973	19.67	\$35,874.85
HUESING	JOHN	9/15/1952	2/9/2001	06/07/1971	29.6986	20.80	\$37,063.89
STEWART	JOHN	9/15/1952	2/9/2001	04/02/1973	27.8767	20.64	\$34,522.52
BOWLING JR	PALMER	9/16/1952	2/9/2001	01/30/1973	28.0466	18.32	\$30,828.80
SHIFFLETT	DARRELL	9/18/1952	2/9/2001	04/01/1971	29.8822	19.67	\$35,266.96
BROCKMAN	DEWARREN	10/13/1952	2/9/2001	08/29/1973	27.4685	18.05	\$29,748.38
SMITH	RALPH	1/8/1953	2/9/2001	07/20/1970	30.5808	20.24	\$37,137.35
MARCUM	LARRY	1/14/1953	2/9/2001	08/25/1975	25.4795	20.40	\$31,186.85
HUESING	RITA	1/15/1953	2/9/2001	04/29/1981	19.7973	19.34	\$22,972.74
GREEN	DAVID	2/28/1953	2/9/2001	09/10/1973	27.4356	17.54	\$28,873.24
CARPENTER	MICHAEL	4/23/1953	2/9/2001	06/08/1983	17.6877	21.26	\$22,562.39
KOELBLIN	RANDY	5/31/1953	2/9/2001	12/11/1972	28.1836	19.18	\$32,433.64
WEBB	KENNETH	7/18/1953	2/9/2001	11/14/1973	27.2575	19.86	\$32,480.08
CHANAY	STEVEN	7/20/1953	2/9/2001	11/26/1973	27.2247	19.86	\$32,440.90
RILEY	FRANK	8/30/1953	2/9/2001	05/02/1983	17.7890	14.76	\$15,753.97
CAIN JR	RICHARD	9/6/1953	2/9/2001	06/26/1972	28.6438	21.02	\$36,125.61

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
WIGGINS	STEVE	9/26/1953	2/9/2001	08/14/1972	28.5096	21.62	\$36,982.64
PRICE	STEVE	9/29/1953	2/9/2001	11/05/1973	27.2822	18.05	\$29,546.61
BOWLING	WALTER	10/11/1953	2/9/2001	03/03/1974	26.9589	14.76	\$23,874.81
COLLINS	RANDALL	10/15/1953	2/9/2001	08/07/1973	27.5288	20.40	\$33,695.21
GLANCY	WILLIAM	11/7/1953	2/9/2001	08/18/1975	25.4986	14.76	\$22,581.59
WEISBROD	EUGENE	12/2/1953	2/9/2001	08/09/1972	28.5233	16.43	\$28,118.26
LANEY	REBECCA	12/15/1953	2/9/2001	07/10/1973	27.6055	18.05	\$29,896.73
WALTNER	DAVID	12/22/1953	2/9/2001	07/24/1972	28.5671	20.40	\$34,966.16
BAKER	EDWARD	12/24/1953	2/9/2001	02/25/1974	26.9753	20.17	\$32,645.56
WEISBROD	BERNEDA	1/3/1954	2/9/2001	06/02/1975	25.7096	16.67	\$25,714.73
REID	NORMAN	1/5/1954	2/9/2001	01/22/1973	28.0685	21.26	\$35,804.17
NAPIER	GEORGE	1/18/1954	2/9/2001	07/25/1973	27.5644	15.78	\$26,097.96
GLANCY	GARY	1/22/1954	2/9/2001	10/09/1973	27.3562	15.78	\$25,900.82
IRWIN	DAVID	2/2/1954	2/9/2001	03/29/1973	27.8877	19.18	\$32,093.13
BROWN	NORMAN	2/14/1954	2/9/2001	12/10/1973	27.1863	20.40	\$33,276.03
HUBBARD	GREEN	2/23/1954	2/9/2001	08/28/1973	27.4712	19.28	\$31,778.72
JOHNSON	MARVIN	2/25/1954	2/9/2001	03/19/1973	27.9151	19.18	\$32,124.66
LANEY	GREGORY	3/6/1954	2/9/2001	11/29/1972	28.2164	19.18	\$32,471.48
REEB	DENNIS	3/10/1954	2/9/2001	10/05/1973	27.3671	18.78	\$30,837.27
PATER	LARRY	3/19/1954	2/9/2001	08/24/1998	2.4658	17.63	\$2,608.27
LAWSON	DAVID	4/24/1954	2/9/2001	02/05/1999	2.0137	14.14	\$1,708.42
BROOKS III	ERNEST	4/26/1954	2/9/2001	06/09/1975	25.6904	19.18	\$29,564.52
BUCHANAN	GARY	5/5/1954	2/9/2001	08/17/1972	28.5014	20.80	\$35,569.71
SHANKLIN	RONNIE	5/11/1954	2/9/2001	03/28/1973	27.8904	19.67	\$32,916.26
SUTTON	KATHLEEN	5/17/1954	2/9/2001	12/31/1973	27.1288	17.11	\$27,850.39
DEAN	RONALD	5/19/1954	2/9/2001	08/14/1972	28.5096	23.35	\$39,941.93
CALIHAN	DAVID	5/24/1954	2/9/2001	04/17/1973	27.8356	20.81	\$34,755.55
HAMBLIN	IKE	5/26/1954	2/9/2001	05/10/1982	18.7671	20.46	\$23,038.52
BRAY	TIMOTHY	6/5/1954	2/9/2001	12/07/1972	28.1945	13.27	\$22,448.48
BAKER	RONALD	6/13/1954	2/9/2001	07/04/1975	25.6219	19.67	\$30,238.99
PRICE	KERRI	7/9/1954	2/9/2001	06/11/1974	26.6849	16.56	\$26,514.15
HINKLE	MARK	7/17/1954	2/9/2001	12/11/1972	28.1836	20.80	\$35,173.08
HUFFMAN	DONALD	7/23/1954	2/9/2001	04/18/1983	17.8274	19.78	\$21,157.56
KITTNER	JEFFREY	8/11/1954	2/9/2001	05/09/1973	27.7753	19.18	\$31,963.86
WILLIAMS	DALE	8/11/1954	2/9/2001	09/10/1973	27.4356	16.58	\$27,292.95
ROGERS	PEGGY	8/12/1954	2/9/2001	08/18/1975	25.4986	19.07	\$29,175.53
JONES	STEPHEN	8/27/1954	2/9/2001	06/30/1975	25.6329	18.78	\$28,883.13
ROBINSON	LESTER	8/27/1954	2/9/2001	02/05/1999	2.0137	18.95	\$2,289.58
TAYLOR	KYLE	9/11/1954	2/9/2001	07/10/1972	28.6055	17.11	\$29,366.39
LENTZ	DALE	10/5/1954	2/9/2001	08/24/1998	2.4658	14.76	\$2,183.67
FOLICK	ROBERT	11/8/1954	2/9/2001	08/08/1973	27.5260	18.62	\$30,752.08
TROUTMAN	HOWARD	11/27/1954	2/9/2001	03/23/1981	19.8986	21.02	\$25,096.15
WHITEHILL	RICHARD	11/28/1954	2/9/2001	04/16/1973	27.8384	19.18	\$32,036.38
MOORE	BRUCE	12/8/1954	2/9/2001	04/23/1973	27.8192	20.80	\$34,718.33
SMITH JR	DAVID	12/18/1954	2/9/2001	03/02/1981	19.9562	20.40	\$24,426.35
FULLEN	MARC	12/22/1954	2/9/2001	06/15/1973	27.6740	20.24	\$33,607.27

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
ALLEN	JERRY	1/18/1955	2/9/2001	06/11/1975	25.6849	22.86	\$35,229.45
GLANCY	FRANK	1/31/1955	2/9/2001	04/01/1974	26.8795	19.67	\$31,723.13
RUBY	TERRY	2/1/1955	2/9/2001	05/27/1975	25.7260	14.76	\$22,782.97
ROY	JAMIE	2/15/1955	2/9/2001	05/28/1975	25.7233	23.07	\$35,606.17
RICHARDSON	DARRELL	2/23/1955	2/9/2001	11/28/1973	27.2192	17.80	\$29,070.08
CHESNUT	ROBERT	4/7/1955	2/9/2001	06/16/1973	27.6712	19.86	\$32,973.04
FATH	JOHN	5/7/1955	2/9/2001	10/15/1975	25.3397	19.96	\$30,346.86
CHITWOOD	DAVID	5/22/1955	2/9/2001	06/02/1975	25.7096	19.96	\$30,789.80
HENSON	SHERRY	5/24/1955	2/9/2001	06/11/1975	25.6849	18.94	\$29,188.36
LAKES	KENNETH	5/31/1955	2/9/2001	07/25/1973	27.5644	17.54	\$29,008.76
GARNETT	CHARLES	6/9/1955	2/9/2001	08/04/1975	25.5370	21.22	\$32,513.69
GADD	FERN	6/17/1955	2/9/2001	02/18/1974	26.9945	21.26	\$34,434.21
CONLIN	RONALD	8/22/1955	2/9/2001	03/25/1974	26.8986	20.46	\$33,020.76
HAPNER	GUY	8/28/1955	2/9/2001	08/07/1973	27.5288	17.11	\$28,261.03
NICHTING	RONALD	9/3/1955	2/9/2001	05/22/1974	26.7397	17.11	\$27,451.00
HALL	CHARLES	9/8/1955	2/9/2001	08/09/1973	27.5233	18.04	\$29,791.21
SUTTON	SHARON	10/19/1955	2/9/2001	12/31/1973	27.1288	14.76	\$24,025.24
OLIVER	MICHAEL	11/19/1955	2/9/2001	10/27/1975	25.3068	17.80	\$27,027.72
ABNER	TIMOTHY	12/21/1955	2/9/2001	07/03/1975	25.6247	16.56	\$25,460.66
SAUTER	BARBARA	1/21/1956	2/9/2001	03/23/1981	19.8986	17.54	\$20,941.32
STANTON	THOMAS	2/2/1956	2/9/2001	09/08/1975	25.4411	17.11	\$26,117.83

Average	Age 45-50	25.7097	\$29,072.62
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KINCH	DALE	2/28/1956	2/9/2001	11/30/1998	2.1973	18.30	\$2,412.59
BROWN	JANICE	6/9/1956	2/9/2001	03/17/1980	20.9151	17.11	\$21,471.41
BAILEY	KENNETH	7/7/1956	2/9/2001	05/21/1979	21.7397	20.46	\$26,687.69
BOWLING	JIM	7/7/1956	2/9/2001	06/02/1975	25.7096	18.43	\$28,429.66
BALDWIN	RICK	7/10/1956	2/9/2001	06/02/1975	25.7096	19.96	\$30,789.80
HURST	DAVID	8/6/1956	2/9/2001	08/25/1975	25.4795	23.75	\$36,308.22
LOOMIS	VAUGHN	8/20/1956	2/9/2001	05/03/1998	2.7753	17.83	\$2,969.06
LUCKEN	GEOFFREY	8/21/1956	2/9/2001	09/22/1975	25.4027	20.46	\$31,184.40
BURNS	GRANVILLE	8/28/1956	2/9/2001	06/16/1975	25.6712	16.38	\$25,229.69
PROCTOR SR	ALBERT	9/22/1956	2/9/2001	02/05/1999	2.0137	14.76	\$1,783.33
LUCAS	STEVEN	10/27/1956	2/9/2001	06/30/1975	25.6329	23.07	\$35,481.03
COMBS	RONALD	12/4/1956	2/9/2001	05/15/1979	21.7562	20.40	\$26,629.55
THURMOND JR	ALLEN	1/25/1957	2/9/2001	03/02/1981	19.9562	20.64	\$24,713.71
SPENNY	MIKE	1/30/1957	2/9/2001	05/17/1979	21.7507	19.96	\$26,048.62
BLANTON	JEFFREY	3/3/1957	2/9/2001	03/12/1980	20.9288	18.93	\$23,770.89
PERRY	RUSSELL	4/11/1957	2/9/2001	04/06/1998	2.8493	19.07	\$3,260.19
BEARE	JERRY	5/25/1957	2/9/2001	04/21/1980	20.8192	14.76	\$18,437.46
MCCLAIN	JEFFREY	6/20/1957	2/9/2001	04/05/1982	18.8630	20.46	\$23,156.24
STEELE	JOHN	7/7/1957	2/9/2001	02/09/1981	20.0137	20.22	\$24,280.62
BLOWER	LAWRENCE	7/13/1957	2/9/2001	04/05/1983	17.8630	19.46	\$20,856.85
JONES	JEFFREY	7/14/1957	2/9/2001	09/24/1975	25.3973	17.54	\$26,728.08
HAKE	DAVONA	7/20/1957	2/9/2001	06/09/1975	25.6904	16.67	\$25,695.55

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
DEMAREE	DOUGLAS	9/10/1957	2/9/2001	11/30/1998	2.1973	17.83	\$2,350.63
BOLING	DONALD	9/27/1957	2/9/2001	04/14/1982	18.8384	18.95	\$21,419.21
SIMS	JACK	10/18/1957	2/9/2001	03/31/1980	20.8767	18.94	\$23,724.30
SOWDER JR	RONDAL	11/25/1957	2/9/2001	01/12/1998	3.0795	17.54	\$3,240.82
TILLERY	MIKE	1/14/1958	2/9/2001	05/22/1979	21.7370	16.18	\$21,102.27
BROWN	ANDREW	3/7/1958	2/9/2001	02/11/1981	20.0082	14.76	\$17,719.28
SPURLOCK	FRANCES	4/24/1958	2/9/2001	04/06/1981	19.8603	21.26	\$25,333.77
SCHUERMAN	VINCENT	5/5/1958	2/9/2001	04/06/1998	2.8493	18.32	\$3,131.97
ZIMMERER JR	JAMES	5/22/1958	2/9/2001	04/01/1981	19.8740	20.80	\$24,802.72
MEADOWS	DONALD	7/14/1958	2/9/2001	08/31/1983	17.4575	18.79	\$19,681.62
LARSON	WILLIAM	11/13/1958	2/9/2001	04/21/1982	18.8192	20.40	\$23,034.67
DAY	OLIVIA	1/1/1959	2/9/2001	06/10/1980	20.6822	18.43	\$22,870.37
BUTLER SR	MICHAEL	2/28/1959	2/9/2001	06/26/1967	33.6493	17.11	\$34,544.39
COMBS	JOHN	3/24/1959	10/3/2001	04/26/1982	18.8055	17.97	\$20,276.07
PEAK	WENDELL	6/1/1959	2/9/2001	04/12/1982	18.8438	14.76	\$16,688.10
GREEN	KEITH	6/7/1959	2/9/2001	03/25/1981	19.8932	20.40	\$24,349.22
GOINS	JOSEPH	7/19/1959	2/9/2001	04/27/1981	19.8027	17.23	\$20,472.07
GEURIN	KEVIN	10/15/1959	2/9/2001	08/24/1998	2.4658	18.30	\$2,707.40
HEGGS	SONJA	10/27/1959	2/9/2001	11/16/1998	2.2356	18.30	\$2,454.71
JONSON	SOTERIO	11/27/1959	2/9/2001	05/04/1983	17.7836	19.46	\$20,764.09
LIPSCOMB	RICHARD	12/27/1959	2/9/2001	04/11/1983	17.8466	19.96	\$21,373.06
SHEARD	MICHAEL	1/11/1960	2/9/2001	03/23/1981	19.8986	18.30	\$21,848.70
STEWARD	DANIEL	3/27/1960	2/9/2001	04/20/1981	19.8219	14.76	\$17,554.29
DONOVAN	GARRETT	5/19/1960	2/9/2001	06/11/1980	20.6795	21.33	\$26,465.56
STEELE	MICHAEL	6/28/1960	2/9/2001	02/09/1981	20.0137	20.46	\$24,568.82
GRAMMEL	SCOTT	9/28/1960	2/9/2001	04/28/1980	20.8000	18.94	\$23,637.12
GARLAND	DALE	11/21/1960	2/9/2001	04/06/1998	2.8493	14.76	\$2,523.35
HURST	STEVEN	12/29/1960	2/9/2001	08/23/1982	18.4795	17.54	\$19,447.78

Average	Age 40-45				17.5856		\$19,888.22
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ROACH	DAVID	2/21/1961	2/9/2001	03/10/1980	20.9342	20.46	\$25,698.88
THEISS	RANDALL	5/20/1961	2/9/2001	12/05/1998	2.1836	14.76	\$1,933.76
HOWARD	GARY	8/11/1961	12/5/2001	08/20/1979	22.3096	18.43	\$24,669.94
LENHOFF	KEVIN	9/2/1961	2/9/2001	03/17/1980	20.9151	14.76	\$18,522.38
JOHNSON	JEFFREY	11/3/1961	2/9/2001	03/30/1981	19.8795	17.80	\$21,231.25
FARMER	GREGORY	3/5/1962	2/9/2001	04/27/1981	19.8027	22.40	\$26,614.88
FORE	JOHN	3/14/1962	2/9/2001	03/09/1981	19.9370	14.76	\$17,656.20
CROCKETT	LISA	4/24/1962	2/9/2001	10/05/1998	2.3507	14.14	\$1,994.32
LAYCOCK	JAMES	5/22/1962	2/9/2001	04/27/1981	19.8027	21.62	\$25,688.11
BAKER	FREDERICK	8/14/1962	2/9/2001	04/08/1998	2.8438	17.11	\$2,919.48
SPEARS	JEFFREY	10/20/1962	2/9/2001	03/23/1981	19.8986	14.76	\$17,622.23
WYNN	DAVID	11/12/1962	2/9/2001	04/29/1982	18.7973	17.23	\$19,432.61
SANVEE	YVES	12/10/1962	2/9/2001	02/05/1999	2.0137	14.76	\$1,783.33
TAYLOR	RODNEY	3/15/1963	2/9/2001	04/17/1982	18.8301	14.76	\$16,675.97
BARGER	DOUGLAS	5/12/1963	2/9/2001	08/23/1982	18.4795	18.05	\$20,013.25

## Hamilton "B" Street

Severance Paid

Age as of 2/9/2001

Last Name	First Name	DOB	Last Date Worked	Most Recent Hire Date	Years of Credited Service (Days/365)	Base Salary / Rate	Severance Paid
JONES	HAYWOOD	6/26/1963	2/9/2001	08/16/1982	18.4986	20.24	\$22,464.74
TYREE	WANDA	8/8/1963	2/9/2001	04/13/1998	2.8301	19.67	\$3,340.13
CREECH	THERESA	8/21/1963	2/9/2001	04/20/1983	17.8219	17.54	\$18,755.79
YOUNG	DOUGLAS	12/3/1963	2/9/2001	04/04/1983	17.8658	17.80	\$19,080.62
HUFF	LAWRENCE	4/17/1964	2/9/2001	06/24/1991	9.6384	14.76	\$8,535.73
BUCHANAN	DELENA	2/27/1967	2/9/2001	12/14/1998	2.1589	17.83	\$2,309.60
BREHM	ROBERT	5/29/1967	2/9/2001	05/29/1967	33.7260	18.62	\$37,678.72
NORTH	STEVE	4/14/1968	2/9/2001	01/24/2000	1.0466	17.63	\$1,107.07
MCQUEEN	BRIAN	6/9/1969	2/9/2001	12/14/1998	2.1589	14.76	\$1,911.93
GOFFINET	MISTY	8/25/1969	2/9/2001	02/05/1999	2.0137	14.76	\$1,783.33
LAFLIN	JAMES	1/22/1971	2/9/2001	08/24/1998	2.4658	17.63	\$2,608.27
TAYLOR	JOE	10/20/1971	2/9/2001	12/14/1998	2.1589	14.76	\$1,911.93
SPEARS	ROBERT	11/28/1971	2/9/2001	11/30/1998	2.1973	14.76	\$1,945.89
OSBOURNE	GREG	5/16/1972	2/9/2001	01/24/2000	1.0466	17.63	\$1,107.07
ERVIN	TROY	8/21/1973	2/9/2001	12/14/1998	2.1589	18.95	\$2,454.67
WEBER	JASON	1/3/1974	2/9/2001	12/14/1998	2.1589	14.76	\$1,911.93
O'SHEA	JAMES	3/27/1974	2/9/2001	02/14/1999	1.9890	17.83	\$2,127.88
MCQUEEN	STEVE	4/3/1976	2/9/2001	01/24/2000	1.0466	17.83	\$1,119.63
BARNES	JASON	12/30/1976	2/9/2001	12/14/1998	2.1589	18.30	\$2,370.48

Average	Age Under 40	10.4152	\$11,087.71
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